



The Az POST **Newsletter**

Arizona Peace Officer Standards and Training Board

April 2003

Volume XIII No. 2



Taking a well deserved break

The successful fisherman you see above (with cowboy hat) is POST Board Member Jerry Sheridan, Chief of Custody for the Maricopa County Sheriff's Office. Jerry is pictured with his brother Don, a Scottsdale orthopedic surgeon, and a record-class rainbow trout, which Jerry released after catching on a recent fishing trip.

Chief Sheridan Considers Appointment to the AZ POST Board a Career Highlight

Jerry Sheridan was appointed to the AZ POST Board in April of 2000 to serve as the Board's Jail Commander representative.

Sheridan, Chief of Custody for the Maricopa County Sheriff's Office, said he considers the appointment one of the highlights of his career.

Born in New York City in 1958, Chief Sheridan grew up in a strong law enforcement environment, as his father and uncles were all officers with the New York City Police Department. After retirement from the NYPD, Jerry's father moved his family West, settling in Fountain Hills in 1976.

Jerry began his law enforcement career at age 18 by attending the Maricopa County Sheriff's Office Reserve Academy. In 1978

he was appointed as a MCSO Detention Officer, and then in 1979 he attended the Phoenix Regional Police Academy and accepted an appointment as a deputy sheriff. In the 24 years since, Chief Sheridan has risen through the ranks of corporal, sergeant, lieutenant, and captain, to his current position as Chief of Custody.

The chief holds a Bachelor of Arts degree from Grand Canyon College, and is currently finishing his master's degree in organizational management at Waylon Baptist University. He teaches ethics and administration of justice classes for Scottsdale and Mesa Community College.

Jerry lives in the east valley with his wife,

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AZ POST Improves Its Personal History Form for Easier Use

When the Arizona Peace Officer Standards and Training Board (AZ POST) published the new version of its rules, the POST Personal History Form was revised to make it easier for applicants, background investigators, and agency heads to use.

The new R13-4-106, "Background Investigation Requirements," contains two specific sections. There is a section that outlines what the applicant must provide, such as documents and references, and there is a section that specifies the inquiries and reviews that the agency must make regarding the person's history.

Each page of the new Personal History Form was developed to facilitate those distinct requirements. The form asks the applicant questions designed to put together all of the information necessary to meet the requirements of the rule. At the bottom of each page, in a shaded area, is a check box for the initials of the background investigator who is doing the examinations and investigations of the information and documents provided for that page.

The final page of the form is an agency verification checklist to help agency heads track exactly what happened with the applicant. If utilized as envisioned, agency heads will be able to easily determine if the applicant meets the standards, and if not, why.

As stated in the rule and on the form, the goal of the background investigation is to determine that the person meets minimum qualifications for appointment, has not engaged in conduct, or a pattern of conduct, that would jeopardize public trust in the law enforcement profession, and is of good moral character. AZ POST hopes this new form will make it easier for the hiring authority to reach that decision.



A Message from Executive Director Tom Hammarstrom

"A New Look at Mental Health and Crisis Intervention Training"

For the past several years mental health advocates have been working to pass legislation that mandates certain training for peace officers on dealing with mental health service consumers and people with developmental disabilities. Each year we have worked to defeat the legislation - not because we don't think the topics are important, but because we think that legislatively-mandated training is bad public policy. Such an approach lays our academies open to every special interest group with a mission, and can negatively impact the quality of law enforcement training.

One of the by-products of our opposition to this legislation has been a thorough internal review of what we are teaching on the topics of mental health and crisis intervention. We are forced to conclude that we can, and should do a lot better. As a result, I have asked the Board to direct staff to convene a Subject Matter Expert Committee consisting of mental health professionals, consumers, and family members, as well as law enforcement trainers and practitioners. It is my hope that this committee can produce a curriculum that will provide a new and effective set of skills - skills we can use to improve our performance when dealing with citizens in crisis, whether or not they have been diagnosed with a mental illness or developmental disability.

POST Discipline Case Process Is Unique, But Not Mysterious

The POST discipline case process, although unique, is not mysterious. Unlike many regulatory Boards, POST provides certified individuals with due process rights prior to a decision rather than merely allowing an appeal after the fact. The process is summarized below, step by step, with applicable time limits.

- POST receives information that a peace officer may have violated a POST disciplinary rule. (Form TM, newspaper articles, citizen complaints or word of mouth).
 - The Board decides at a public meeting whether or not to initiate a Complaint.
 - The officer has 30 days from the date the Complaint is served to request a hearing. (Hearing is waived if request is not made in writing and timely).
 - If a hearing is requested, the case is transferred to the Office of Administrative Hearings (OAH).
 - The judge from OAH provides to POST written Findings of Fact and Conclusions of Law, without a recommended decision.
 - After hearing, or if no request for hearing is properly made, the Board considers the case for final action. It adopts the Findings of Fact and Conclusions of Law, and decides the sanction.
 - Both parties may address the Board briefly if comments are relevant to aggravation, mitigation or sanction.
 - The Board votes to take no action, deny, suspend or revoke certification, and a Decision is prepared and served on the officer.
 - Either party has 30 days to file a motion for rehearing if desired.
- No party can appeal to the Superior Court without first filing a motion for rehearing.

Props Can Assist Instructors

Good instructors are always looking for ways to facilitate interaction and stimulate conversation, or just take some of the "stuffiness" out of a class of dry subject matter. One way is to use "props" in your classes. These props can be such things as candy or a nerf bat. At the beginning of your class, advise your students that candy is given to those who answer questions, ask questions, or make good mistakes from which everyone can learn. (You can always pass the candy bag during a break so no one feels left out).

The bat can be introduced as a "management tool." Let them know that if they get out of hand, you'll use the bat on them. (You would never use it, but you can smack it on the podium or table to emphasize a point or keep their attention).

The AZ POST Newsletter is a publication of the:

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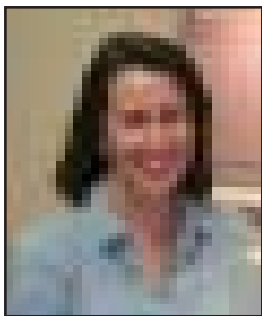


Farewell luncheon

AZ POST bids a fond farewell to Officer Julie Love of the Glendale Police Department at a recent luncheon held in her honor. With Julie (center) are Sgt. Kimberly Johnson (left), who is on assignment to POST from Youngtown P.D., and Carol Muskus (right), administrative secretary.

Law Enforcement Officers Throughout the State Benefit from the Work of Lynn Pirkle

If you are an Arizona peace officer, you have no doubt benefitted from the Peace Officers Training Fund (POTF), and the outstanding work of Lynn Pirkle, "Be a Counter" extraordinaire.



PIRKLE

Lynn is the Arizona POST administrative services officer responsible for management of the POTF. She came to POST in October of 2000 from a position in the Grants Administration section of the Department of Public Safety. She is the POST expert on government spending and budget, and works very hard to ensure that every cent we spend is used appropriately and lawfully.

Lynn oversees all of POST's financial activities, including procurement, in-service training, basic training, distance learning, and allocation funding. She is responsible for more than 30 separate accounts related to the daily functioning of the Board, as well

as the management of federal grants that fund the Arizona Regional Community Policing Institute (AZRCPI) and Arizona Police Corps.

Budget planning for the POTF is sometimes an art rather than a science, and Lynn keeps busy throughout the fiscal year preparing projections of revenue and expenditures so that fluctuations in actual revenue do not adversely affect POST's ability to provide services.

If you have questions about allocation funding, reimbursement, or any other issues related to the POTF, please feel free to give Lynn a call at (602) 223-2514. She will be happy to help you, and she has the straight scoop.

AZ POST In-Service Training Update

Registration for the calendar classes from January through June 2003 began on January 6, 2003, at 9:00 a.m. The majority of classes filled before noon on the first day of registration. Please be sure to remind your Agency Training Coordinator to advise POST of any cancellations as we work from the established waiting lists.

Arizona Regional Community Policing Institute Update

The Arizona Regional Community Policing Institute is developing two new courses, "Basic Anti-Terrorism for Line Officers" and "Basic Anti-Terrorism for Community Members."

These courses are designed to assist officers and community members in the prevention and detection of terrorism. It is anticipated the course for line officers will be 6 - 7 hours, and the course for community members will be 1 - 2 hours. The classes include topics such as international terrorism, domestic terrorism, terrorism indicators, officer safety issues and legal implications.

These courses are being developed using resources developed in collaboration with the Los Angeles Regional Community Policing Institute, San Diego Regional Community Policing Institute, Sacramento Regional Community Policing Institute, Colorado Regional Community Policing Institute and the State and Local Anti-Terrorism Training (SLATT), funded by the Bureau of Justice Assistance and coordinated by the Institute for Intergovernmental Research.

The courses should be ready to present this summer, and at that time, a mass mailing will notify all agencies of the classes and how to register.

If you have questions please contact Rich Kush at 602-223-2560 ext 264.

Sheridan ...

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Stacie, and his daughters Kathryn, and Alison. Mrs. Sheridan is a successful real estate broker, 11-year-old Kathryn is an aspiring model and actress, and Alison is finishing her senior year in high school. As you may have guessed from the photograph, Jerry is an avid fly fisherman. He is also a horseman, photographer and radio controlled airplane enthusiast.

Chief Sheridan lists serving as commander of security inside Bank One Ballpark during the 2001 World Series as one of his career highlights. The fact that the New York Yankees were in town made that job all the more special.

Chief Sheridan considers his appointment to POST as another of his career highlights, and takes a special interest in the issues of peace officer integrity that come before the Board.

Arizona Peace Officer Standards & Training Board

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2003 Telecourse Schedule

Date	Time (MST)	Program Title	Satellite Coordinates
April 24 2003	10:00 AM - Noon 3:00 PM - 5:00 PM	Drug Recognition (AZ POST & Cal POST)	TBA
June 19 2003	10:00 AM - Noon 3:00 PM - 5:00 PM	Anti-Terrorism: Part I (AZ POST)	TBA
August 21 2003	10:00 AM - Noon 3:00 PM - 5:00 PM	Anti-Terrorism: Part II (AZ POST)	TBA
September 25 2003	10:00 AM - Noon 3:00 PM - 5:00 PM	2003 Legal Update (AZ POST)	TBA
October 23 2003	10:00 AM - Noon 3:00 PM - 5:00 PM	TBA (AZ POST)	TBA
November 20 2003	10:00 AM - Noon 3:00 PM - 5:00 PM	TBA (AZ POST)	TBA

NOTE: Satellite coordinates are not confirmed until 30 days prior to broadcast and if not provided here, they will be provided on the individual flyers for each program. Due to difficulty in obtaining satellite time, WE MAY BE USING SATELLITES WE HAVE NEVER USED BEFORE. PLEASE MAKE SURE YOU CONFIRM THE COORDINATES ARE PROGRAMMED INTO YOUR RECEIVER PRIOR TO THE DAY OF BROADCAST. Coordinates are also provided with the program materials that are mailed the week prior to the broadcast.

You may also go to www.azpost.state.az.us approximately four days before the broadcast for: (1) tips and information on how to ensure your satellites's configuration and setup capability for this telecourse; (2) a copy of the telecourse student reference guide in Adobe pdf format, (3) a copy of the sign-in sheet (AZPOST form BF) also in pdf format. For agencies experiencing technical difficulties with their satellite systems or in need of additional operating instructions, troubleshooting information is available online at various satellite user websites, including www.satellite911.com or www.21st-satellite.com. All telecourse dates and topics are subject to change.